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Recommended Citation

Bowling Green State University, "Monitor Newsletter May 26, 1992" (1992). *Monitor*. 231.
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MONITOR

VOL. XV, No. 44

BOWLING GREEN STATE UNIVERSITY

MAY 26, 1992

From the BGSU help line...

If employees have questions regarding their jobs, they can call the help line, 2-HELP.

Health care coverage under PERS:

A member who applies for age and service retirement must have 10 years of Ohio service credit to qualify for the PERS health care plan. These 10 years may not include out-of-state (under Section 145.293, Ohio Revised Code) and/or military (under Section 145.301, Ohio Revised Code) service purchased after Jan. 29, 1981, nor service credit purchased under a retirement incentive plan.

If you are eligible for the PERS health care program, you will need to provide all the information requested on form SR-1. Coverage will be effective on the first day of the month you qualify for benefits or the first day of the month following receipt of your application, whichever is later.

Health care coverage also is available for dependents of eligible retirees; a premium payment is required for dependent care coverage.

If you are eligible for Medicare A (hospitalization) at no cost, you must enroll in that plan. All persons 65 or older and not eligible for Medicare A must submit proof of this fact and PERS will provide substitute coverage.

You must enroll in Medicare B (medical) when you become eligible if you are eligible for PERS health care coverage. You then must submit proof you are enrolled in Medicare B and PERS will reimburse you for the basic premium cost of that coverage as long as you are enrolled in Medicare B.

Questions

Q. If a person would choose to work a 30-35 hour week, how does it affect retirement benefits?

A. A reduction of hours would reduce salary and impact on final average salary.

Q. When will we know whether the voluntary reduction of work hours and pay with benefits has been approved?

A. We are waiting for an answer and should know soon.

Q. Would a person's retirement service credit be affected if a person went from a 12-month contract to a nine-month contract?

A. Yes.

Q. If you would work 35 hours

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Olscamp tells employees University will prepare now for possible cuts

President Olscamp updated employees about the University budget situation at the May 19 Classified Staff Council meeting.

Olscamp said that for planning, the University will operate as if there will be a 15 percent cut in state subsidy and the tuition increase cap will remain at seven percent.

"We cannot be in the position of not making any provisions for possible budget cuts," Olscamp said. By continuing to conserve resources, the University will be prepared, regardless of when Gov. George Voinovich makes an announcement regarding cuts to the higher education budget.

Olscamp said he has no option but to proceed with the University reduction plan because BGSU governance documents require action on July 1, the beginning of the fiscal year.

Protecting jobs is the first priority, Olscamp said.

Council member Bob Kreienkamp, WBGU-TV, said an informal survey was taken of classified staff opinions regarding phase two market adjustments. Respondents indicated two-to-one that they want to proceed with the adjustments, although doing so may result in 10-15 layoffs according to a May 6 letter from Olscamp to classified staff.

Kreienkamp said, "No one wants to see a fellow employee lose his or her job, but the respondents believe it is unfair to put the burden on them."

Council passed a motion to approve a revised University internal reorganization policy. The policy addresses continued employment and adherence to affirmative action guidelines in the event of an area's reorganization.

Council also approved new grievance policy forms with minor editorial changes.

Council representative Jim Lein, physical plant, announced the newly elected

representatives to Classified Staff Council:

Larry "Red" Hoffmann and Sue Wammes, both physical plant; Meagon Shaffer, food operations; Robert Smith, inventory management; Roger Swope, public safety; Tami Thomas, business; and Mary Alice Newnam, admissions.

Their terms will become effective July 1992.

Shaffer, food operations, said the annual golf scramble will be June 26, with a raindate of July 10.

Tee times are 11:36-2:30 p.m. If all those times are filled, the tee times will be extended. Cost to participate is \$8.50 per person.

Foursomes can consist of University employees and up to two outside guests. Prizes will be awarded and there will be a raffle drawing. All proceeds will go toward the CSC Scholarship Fund.

To register, sign up for a tee time or receive information about raffle tickets, contact Shaffer at 2-2891.

Joyce Hyslop, classified staff representative to the Health Care Task Force, presented the final health care recommendations that are being sent to Olscamp.

The recommendations include allowing employees to choose from three plan options, which will result in changes in deductibles, co-payments and maximum payments.

Significant changes were recommended in the areas of chiropractic, mental, vision and chemical dependency care. For further information, employees should contact their council representative.

Christine Stock, operations, reported that the ad hoc committee on the impending budget crisis will meet every three weeks. Kreienkamp expressed concern at the infrequency of meetings and Kerry Taylor, Firelands, suggested a letter underscoring the importance of the committee be sent to members.

Unemployment compensation reviewed

Benefit guidelines highlighted

Chapter 4117, Ohio Revised Code, is the legal basis for providing unemployment compensation benefits to employees within the state of Ohio.

All employees who are let go from work, through no fault of their own, are eligible to apply for and to receive unemployment compensation benefits. This means the employer no longer has work for the individual and has laid him/her off.

Employees who quit or retire from employment are not eligible to receive benefits.

An individual who is laid off and out of work must apply for unemployment compensation at a local Ohio Bureau of Employment Services office. The sequence of events is generally as follows:

—OBES verifies the information provided by the employee to ensure that

he/she meets eligibility requirements. This may include obtaining information from the employer regarding separation.

—OBES obtains wage/salary data for the first four of the previously completed five quarters from time of application. From these four quarters an average weekly salary/wage is computed.

—Unemployment compensation benefits amount to 50 percent of the average weekly wage/salary not to exceed an established maximum limit based on dependency. The maximum weekly amounts are as follows: dependency class A, zero or no dependents, \$211; B, one or two dependents, \$279; and C, three or more dependents, \$294.

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Commentary

As a concerned and affected employee, I feel the need to express my opinion on the matter of market adjustments.

In 1989 the Classified Staff Council market survey determined most trade personnel were underpaid by two pay ranges, equaling \$4,140 per year. In 1989 classified staff received the first phase of the market adjustment, \$1,910, with a promise of the second phase in 1990. The next year, 1990, we were told that due to budget problems, our market adjustments would have to wait until the following year, 1991. Then in the spring of 1991 an insurance crisis erupted and as we all know, if you weren't a select few, a family person took an \$866 pay cut. Our president said at the fall 1991 convocation the money for market adjustments is in the budget this year and it is. But now, if we take the money, 10-15 employees will lose their jobs. My question to the president and the administration is, "How long would you take this kind of treatment and monetary decline?" It is time for people on this campus to stand up and say NO! We will not make our families suffer any more.

My contribution to the budget reduction:

1989-90 phase two adjustment = \$2,330

1990-91 phase two adjustment = \$2,330

1991-92 phase two adjustment = \$2,330

Total contribution = \$6,990.

Steven Lashaway
Electrician
Physical Plant

Rodgers wins post in national organization

Dr. Michael A. J. Rodgers, an Ohio Eminent Scholar in photochemical sciences, has been voted president-elect of the American Society for Photobiology.

Rodgers will serve a one-year term as president-elect before assuming the presidency of the organization.

Killgallon to speak at final Breakfast in BG

The Ohio Art Company's chair and chief executive officer, William Killgallon, will speak at the final "Breakfast in BG" scheduled May 29. The topic of his address will be "Breaking into New Markets—At Home and Abroad."

The breakfast, which costs \$4.50 per person, will begin at 7:30 a.m. in the Mileti Alumni Center at the University and conclude by 8:45 a.m. Seating is limited and advance reservations are required. For additional information or to register, call the Office of Development at 2-2424.

Walton chosen to head alumni board

Tiffin native Thomas W. Walton, editor of *The Blade* in Toledo, has been chosen as president of the University Alumni Association board of trustees.

He will serve a one-year term.

Walton graduated with a degree in journalism from Bowling Green in 1965, the year he joined *The Blade*. He has been editor of the newspaper since 1988, when he returned to Toledo after 13 years with *The Herald*, a sister newspaper of *The Blade* in Monterey, Calif.

In 1991 Walton received Bowling Green's Journalism Hall of Fame Kappa Tau Alpha Award, the highest honor given to an alumnus by the journalism department.

He will begin his term of office when the organization's 56th council meeting convenes on June 23 in Marco Island, Fla.

Founded in 1972, the American Society for Photobiology is devoted to promoting original research in photobiology, encouraging the integration of different disciplines in the study of photobiology.

The society has approximately 1,500 members in 49 states and 36 foreign countries.

Rodgers has been affiliated with the University's Center for Photochemical Sciences since 1987. He previously directed the Center for Fast Kinetics Research at the University of Texas at Austin.

Firelands names distinguished alumna

Deborah Faber Miller received the Firelands College third Distinguished Alumna/Alumnus Award at commencement May 8. Miller is the principal of Berlin Elementary School in Berlin Heights.

The award is presented annually to a former Firelands College student who completed at least 124 semester hours at the college, earned an associates or bachelor's degree, demonstrate achievement in his or her profession or vocation and demonstrates service to the community.

Seminar to improve management skills

Personnel services is sponsoring a series of seminar/workshops to give supervisors and managers an opportunity to develop management skills.

Employees may enroll for as many sessions as they wish. All sessions will be held from 1:30-3:30 p.m. in 1003 Business Administration Building. Sessions will be offered on the following dates:

—Planning and Leading Effective Meetings, Thursday (May 28);

—Effective Group Problem Solving, June 2;

—Understanding and Reducing Resistance to Change, June 9;

—Constructive Confrontation, June 11; and

—Developing Effective Listening and Communication Skills, June 16.

To register, call Laura Gazarek, 2-8421.

UNEMPLOYMENT

From the front

—Duration of benefits is normally 26 weeks. Presently, due to the economic situation, the duration of benefits has been extended to 52 weeks.

—To receive benefits during the 52 weeks the individual must confirm that he/she is actively seeking work in accordance with OBES instructions. Failure to comply with these instructions may result in denial of benefits for each week that the individual does not actively seek work.

The University is a reimbursable employer, and as such, pays the total charges of all unemployment compensation benefits to employees. If an employee is receiving \$211 per week, the University is billed and pays \$211 per week for the duration of time in which the individual is receiving benefits. Employees from educational budget areas have the charges paid from the University general fund; employees who were paid from auxiliary and grant/restricted funds have the unemployment compensation costs charged against those budgets.

HELP LINE

From the front

per week, can you occasionally work 40?

A. Yes.

Q. Will the employee be guaranteed to be able to go back to a 12-month contract at the end of the three-year reduction period?

A. Yes.

Q. If an employee would take a total of 16 weeks on furlough in spring 1993 to do student teaching, would the fee waivers for the employee's children continue during the time the employee is not working?

A. Yes, if the employee had filed and received approval for the fee waivers during the period of full-time employment.

Q. If there is enough interest in the voluntary reduction of work hours and pay, would fewer layoffs occur?

A. Yes, every 12 months saved retains one additional employee. This program is being created to reduce the number of layoffs.

Q. If the bumping process should begin on campus, would a supervisor have a say as to who could bump into one of their positions if the person lacks expertise in the area?

A. No. Employees who displace to another position have a right to be trained in the areas where expertise is lacking.

Q. If employees would volunteer to take a nine- or 10-month contract, would they still be able to receive a full year of PERS credit?

A. No. See the following question for additional details.

Q. Would employees on leave of absence during the summer be able to purchase up to one year of PERS credit for all summers they have not worked?

A. Yes. Employees furloughed for the summer may purchase up to one year of this time toward PERS credit.

FACULTY/STAFF POSITIONS

The following administrative staff position is available:

Academic Enhancement: basic reading specialist (grant-funded, nine-month part-time position). Contact Sam Ramirez (Search V-027), 2-2228. Deadline: June 1.

The following faculty positions are available:

Applied Statistics and Operations Research: instructor (full-time/terminal, 1992-93 academic year only). Send vita to Dr. Wei Shih, Department of Applied Statistics and Operations Research. Deadline: June 5.

Firelands (Applied Sciences): instructor/assistant professor of world class manufacturing (full-time/probationary or full-time/temporary, rank and contract dependent on degree). Contact Office of the Dean, Firelands College, BGSU, 901 Rye Beach Road, Huron 44839. Deadline: June 1.